

1 AN ACT relating to youth employment programs.

2 *Be it enacted by the General Assembly of the Commonwealth of Kentucky:*

3 ➔SECTION 1. A NEW SECTION OF KRS 339.210 TO 339.450 IS CREATED
4 TO READ AS FOLLOWS:

5 *(1) As used in this section:*

6 *(a) "Department" means the Department of Workplace Standards;*

7 *(b) "Nonprofit organization" means an organization that:*

8 *1. Is exempt from federal income taxation under Section 501(c)(3) of the*
9 *Internal Revenue Code; and*

10 *2. Is not an enterprise under the Fair Labor Standards Act of 1938, as*
11 *amended;*

12 *(c) "Student attendance day" has the same meaning as in KRS 158.070; and*

13 *(d) "Work week" means seven (7) consecutive twenty-four (24) hour periods, as*
14 *established by the employer.*

15 *(2) (a) A nonprofit organization may submit an application to the department to*
16 *create a work program that allows a minor who is twelve (12) or thirteen*
17 *(13) years of age to work for the nonprofit organization under this section.*

18 *(b) Any work program established by a nonprofit organization under this*
19 *section shall exist to provide minors with life skills and employment skills,*
20 *and the primary benefit of the work performed shall be for the vocational*
21 *and educational value to the minors.*

22 *(c) Hourly wages paid to minors participating in a work program under this*
23 *section shall comply with the wage requirements of KRS 337.275.*

24 *(3) If approved by the department, participation in a work program established under*
25 *this section shall:*

26 *(a) Except as provided in subsection (5) of this section, not occur on a student*
27 *attendance day;*

- 1 (b) Not exceed three (3) hours per day;
- 2 (c) Except as outlined in subsection (5) of this section, occur only between the
- 3 hours of 7 a.m. and 7 p.m.;
- 4 (d) Not exceed eighteen (18) hours per work week;
- 5 (e) Be subject to the lunch and rest period provisions of KRS 339.270; and the
- 6 recordkeeping requirements of KRS 339.400;
- 7 (f) Not involve activities that engage in interstate commerce or the production
- 8 of goods for interstate commerce, as defined in the Fair Labor Standards
- 9 Act of 1938, as amended;
- 10 (g) Be limited to the nonhazardous occupations allowed for minors fourteen
- 11 (14) and fifteen (15) years of age as determined by the United States
- 12 Secretary of Labor under provisions of the Fair Labor Standards Act of
- 13 1938, as amended; and
- 14 (h) Not occur in, about, or in connection with any establishment where
- 15 alcoholic beverages are distilled, rectified, compounded, brewed,
- 16 manufactured, bottled, sold for consumption, or dispensed.
- 17 (4) Prior to participating in a work program under this section, the parent or
- 18 guardian of a minor shall sign a form prescribed by the department giving
- 19 permission for the minor to participate in the program.
- 20 (5) A nonprofit organization that is currently operating or that has previously
- 21 operated a work program under this section may submit an application to the
- 22 department, along with any other documentation that the department may
- 23 require, to allow a minor to work under this section on student attendance days.
- 24 Work by a minor under this subsection shall not occur during regular school
- 25 hours. It shall be the burden of the nonprofit organization to prove to the
- 26 department the necessity, benefit, and worthiness of operating a work program on
- 27 student attendance days.

1 (6) The department shall be the sole decision maker in the approval or denial of
2 applications for work programs under this section. The department shall evaluate
3 the work program of each applicant for compliance with subsection (2)(b) of this
4 section. A nonprofit organization that has been denied by the department shall
5 have the right to a hearing conducted in accordance with KRS Chapter 13B, if a
6 written request for a hearing is made within ten (10) days after service of notice
7 of the denial.

8 (7) A nonprofit organization may allow a minor who has passed his or her fourteenth
9 birthday but is under eighteen (18) years of age to also participate in any work
10 program established under this section. Minors participating in a work program
11 under this subsection shall be subject to the gainful occupation standards
12 established in this chapter.

13 (8) The department shall promulgate administrative regulations in accordance with
14 KRS Chapter 13A to implement this section and to properly protect the life,
15 health, safety, and welfare of minors, including but not limited to establishing the
16 criteria for work program approval and documentation required by a nonprofit
17 organization for application. The department may consider sex, age, premises of
18 employment, substances to be worked with, machinery to be operated, nature of
19 the employment, and other pertinent factors. In promulgating administrative
20 regulations, the department may mirror similar protections as outlined for minors
21 fourteen (14) years of age or older by the United States Secretary of Labor under
22 the Fair Labor Standards Act of 1938, as amended. For minors twelve (12) or
23 thirteen (13) years of age, the administrative regulations shall have no effect on
24 the definition of "gainful occupation" in Section 2 of this Act.

25 ➔Section 2. KRS 339.210 is amended to read as follows:

26 As used in KRS 339.210~~[339.220]~~ to 339.450:

27 (1) "Gainful occupation" does not include employment in farm work or in domestic

1 service in a private home, nor occasional employment by a householder in
2 connection with the household and not in connection with the householder's
3 business or occupation, such as grass cutting or carrying ashes or similar casual
4 domestic tasks, nor the delivery of newspapers on regularly scheduled routes, nor to
5 employment as an actor or performer in motion pictures or theatrical productions,
6 or in radio or television productions, nor to employment of minors by their own
7 parents or persons standing in the place of a parent in occupations other than
8 manufacturing, mining, or those found by the commissioner of the Department of
9 Workplace Standards to be particularly hazardous;~~and~~

10 (2) "Gainful occupation" does not include a minor who is at least twelve (12) years of
11 age working as a referee, umpire, or official in a youth athletic program, subject to
12 the following:

- 13 (a) The minor is a referee, umpire, or official for an age bracket younger than the
14 minor's own age;
- 15 (b) An adult representing the youth athletic program is on the premises where the
16 athletic event is occurring; and
- 17 (c) The minor has on file with the person responsible for assigning the minor to
18 officiate for the youth athletic program the original or a copy of a written
19 consent to the child's employment as a referee, umpire, or official signed by
20 the minor's parent or guardian; and

21 (3) "Gainful occupation" does not include participation in a work program
22 established under Section 1 of this Act by a minor who is twelve (12) or thirteen
23 (13) years of age.